



Sunnyvale

Memorandum

Date: 8/6/2025
To: Human Relations Commission
From: Fernanda Perdomo Arciniegas, Equity Access and Inclusion Manager
Subject: Follow-Up on Proposed Study Issue at July 10, 2025 Human Relations Commission Meeting

Human Relations Commission Agenda Item: NON-AGENDA ITEMS AND COMMENTS (07/10/2025)

During the July 10 meeting of the Human Relations Commission (HRC), Commissioner Rosenfeld proposed a Study Issue under Non-Agenda Items and Comments, suggesting the inclusion of a category for absences due to religious holidays in the Policy Manual. This proposal was co-sponsored by Commissioner Landa. However, the Commission did not adhere to the Board/Commission Study Issue Sponsorship Process. Specifically, the proposal was not submitted in advance for agenda placement, was not in the correct format, and did not receive the necessary majority support from the HRC to proceed as a Study Issue.

Follow-Up Actions:

1. HRC Commissioner Rosenfeld is invited to submit a Study Issue Form regarding Board/Commission excused absences to the Staff Liaison no later than August 12. This will ensure the Study Issue is properly agendaized for discussion at the September HRC meeting.
2. Commissioner Rosenfeld may opt not to submit a Study Issue, given that the topic of Excused Absences for Religious Holidays/Observations will be included in the annual joint study session between the City Council and Board and Commission Chairs and Vice Chairs. The session is tentatively scheduled for Tuesday, November 18 this year.